

Bulletin

University of Toronto

Friday, March 18, 1977

No. 27 30th Year



SESQUICELEBRANTS ALL: President John Evans and Mrs. Evans were among the thousands of visitors to Hart House during its day-long Sesquicentennial celebrations on March 15, and Audrey Hozack, Daniel Parkinson and Rosemary Bolitho were among the dozens of Hart House staff members who, aided by student volunteers, made the day a resounding Sesquisuccess. See pages 4 and 5 for more Sesquicentennial coverage.

Failure of UTFA negotiations examined

Marnie Paikin, chairman of the Governing Council, made this report to Council March 17 regarding the termination of negotiations with the University of Toronto Faculty Association.

In the late summer, informal discussions were held between representatives of the Faculty Association and the administration about various concerns expressed by faculty members and librarians which might be put in a contract covering specific items. On October 1, 1976, the Faculty Association published in the *Bulletin* a Draft Memorandum of Agreement between the Governing Council and the Association. Shortly after the publication, a survey was made of faculty members and librarians and the results of that survey favoured the commencement of negotiations with the Governing Council. The results of the survey and a request for negotiations to commence were transmitted by Professor J.M. Daniels, President of UTFA, to the Chairman of the Governing Council on Nov. 9, 1976.

On Nov. 18, the Governing Council authorized negotiations to commence and approved the striking and composition of a Negotiating Committee and Advisory Committee. At the Dec. 16, 1976, meeting of Governing Council, the Council passed guidelines for negotiations which may be summarized as follows. The guidelines instruct the Negotiating Committee to explore ways of meeting the concerns of faculty members and librarians "by contract or other means", and to avoid a position which would supersede the rights of individual staff members, interfere with the role of academic bodies in discharging their responsibilities, or exclude academic councils or bodies from participating in the formation of policies relevant to their function. The guidelines also state that the Negotiating Committee should

avoid a position which would encroach on the authority and powers vested in the Governing Council to manage the affairs of the University, or which might interfere with the equitable treatment of any group of staff in the achievement of the academic purposes of the University.

The Advisory Committee has met approximately 23 times and the Negotiating Committee has met with UTFA representatives some 21 times. Negotiations terminated yesterday evening at 9.30

Commented Jean Smith, chairman of UTFA's Salary and Benefits Committee, "We're disappointed that after three months Governing Council refuses to negotiate seriously on the substantive items pertaining to conditions of employment. We were told bluntly that they insist on their prerogative to legislate on these matters - which are not academic matters at all - in a normal way, and not to negotiate. They have refused to negotiate on leaves, workloads and working conditions, personnel policies for librarians, grievances, promotion procedures, discrimination, and academic freedom. We feel that Governing Council has been insincere in stringing us along."

p.m. with no agreement, for the reasons explained below.

Also on Oct. 1, 1976, President Evans, on his own initiative, proposed a number of non-contractual methods for meeting the concerns expressed by the faculty members and librarians. His major proposals were to request the Governing Council to resolve not to change the basic policies of interest to the Association (academic appointments and tenure, part-time staff and the Crispo Rules, for example) for a period of three years; to recognize formally the process for negotiat-

ing salaries and benefits for three years, including provision of an outside mediator empowered only to report the final positions of the parties to the Presidents of the University and of the Association; to establish a Joint Committee with four members from each of the Association and the administration for liaison and consultation; for the administration to develop policies on the terms and conditions of employment of librarians, and grievances, promotions, and leaves, and to consult on these with the Joint Committee; and to recognize formally the existing relationships with the Association regarding office space, the half-salary of the Association President, use of facilities and the like.

The Memorandum of Agreement proposed by the Advisory Committee of Governing Council, published in the *Bulletin* on March 11, 1977, goes considerably beyond the earlier proposals of President Evans. First and foremost, having concluded that the concerns of the faculty and librarians could not be met by "other means", the Advisory Committee proposed a formal, bilateral contract between the Governing Council and the Association, for a three-year term. This is a very significant step.

Included in the proposed contract is a binding undertaking not to change existing policies for the term of the contract. These policies are the ones designated by both the Association and President Evans. It also includes a contractual obligation to establish a Special Presidential Committee of faculty members to develop policies on leaves and promotions and a Presidential Task Force with majority librarian membership to develop policies on the terms and conditions of employment of librarians, both to report within 90 days. The President would be obliged to bring these reports to

GOVERNING COUNCIL

Visa student fees go up - negotiations break down

During its meeting of March 17, Governing Council approved a policy that will increase the fees of new undergraduate visa students to \$1500 per session and those of graduate visa students to \$1950, while making available a total of \$200,000 in compensatory assistance funds for needy students; approved details for the review of the University's unicameral governing structure; heard President John Evans announce the appointments of Principal Arthur Kruger as Dean of the Faculty of Arts and Science for a five-year period beginning July 1, Professor Joan Foley as Principal of Scarborough College for a seven-year period retroactive to July 1, 1976, and Professor Harry Eastman as Vice-President - Research and Planning for a three-year period commencing July 1, 1977 (see pictures and story on page 5); and heard and discussed Chairman Marnie Paikin's report on the negotiations with the Faculty Association, which have broken off, in the words of President Evans, "on the question of the transfer to the collective bargaining mode of those academic questions that have implications for the terms and conditions of employment."

The visa student fee policy proposal was argued against on grounds of principal by three visitors to the meeting - Shirley French, President of the Students Administrative Council, David Burton of the International Students Centre and Alok Mukherjee, representing the Graduate Students Union - most notably by the latter, who termed the policy "indecent, racist and discriminatory". Student representatives on Council later disagreed with Mukherjee's terminology, and President John Evans pointed out that, the Provincial Government having created the dilemma for the universities, the question was whether U of T should provide open-ended assistance to visa students or assistance of the selective kind represented by the \$200,000 fund created by the Planning and Resources Committee for the purpose.

Council voted its approval for these terms of reference for the *Review of the Unicameral Experiment*: "To undertake an examination of the effectiveness of the

governing system of the University of Toronto in meeting the needs of the University and to make recommendations for revisions to the structures and procedures which would facilitate an orderly and prompt handling of the University's business."

In discussing Chairman Marnie Paikin's report on the negotiations between the Council and UTFA (see Report this page), Government appointee Ralph Barford, who identified himself as an "outsider" and who is a member of the Council's negotiating team, stated that the representations of the Faculty Association were thorough, complete, fair and openly stated and were from a responsible cross-section of the faculty. One of UTFA's chief concerns, Barford said, was the fear of capricious decisions being made in Governing Council.

"In the case of the librarians," he continued, "they have a legitimate cause for concern - they have been studied and re-studied."

"This University has a long history of solving problems with due process," Barford commented, "and we, as members of Council, should make sure to react rapidly if the Faculty Association can be persuaded to resume negotiations."

Commented Principal Arthur Kruger, another member of Council's negotiating team, "I really don't think there's any give on either side on the very fundamental issue of whether you develop a policy in an adversarial setting, with a spokesman for each side, or in a more traditional setting, where colleagues, distributed at random, all speak and all address the issue."

When one Council member suggested that UTFA has little faith in the faculty representatives on the Council, Professor William B. Coutts made it known that he "has little faith in the executive of UTFA." And Teaching Staff representative Margaret W. Thompson said that the Faculty Association "should try working through Governing Council to attain its ends."

By way of comic relief, undergraduate student representative Michael Treacy appeared at the St. Patrick's Day meeting convincingly garbed as a leprechaun.

Governing Council - March 17, 1977 (Including Action taken at Committee Level)

- Approved Amendment to Conflict of Interest Section of the By-Laws of the Governing Council
- Approved 1977-78 Budget Report
- Approved Visa Student Fee Policy
- Approved Policy on Depreciation and Equipment Replacement and an amendment to the policy for changes in budget appropriations
- Authorized the issuance of debentures for capital projects for 1977-78
- Approved a constitution for the Council of New College
- Approved details for the review of the unicameral experiment
- Approved the appointment of the Vice-President - Research and Planning, the Dean of the Faculty of Arts and Science and the Principal of Scarborough College.

Three senior administrative appointments have been announced-see page 5

Continued on Page 2

FORUM

UTFA's Draft Memorandum was designed to preserve collegiality

To the Editor:

This letter attempts to summarize events leading to the breakdown in contract negotiations between UTFA and the Governing Council, and to offer reasons for continuing the discussions on the basis of the UTFA Draft Memorandum of Agreement.

The Draft Memorandum was published in the *Bulletin* on Oct. 1, 1976, and was endorsed by 70 percent of the staff who voted in a November, 1976, referendum (944 voted yes for the Draft; 407 voted no).

Governing Council and UTFA negotiating committees were appointed, and appeared to be engaged in a productive dialogue, according to a statement issued jointly by Provost D.A. Chant and Professor J.E. Smith in the Jan. 14, 1977 issue of the *Bulletin*:

"UTFA representatives noted

that their mandate derived from the Nov. 8 referendum which authorized the Salary & Benefits Committee to negotiate on the basis of the UTFA Draft Memorandum of Agreement. Both parties observed that the style and tone set by the negotiations could in the long run have more effect on the University than whatever agreement might be reached."

The March 11, 1977 *Bulletin* reports that discussions have ended in a stalemate with the presentation by the Governing Council's negotiating committee of a "Governing Council Draft Memorandum" which rejects collective bargaining for academic staff and librarians. The Governing Council document contains proposals made by President John Evans when the UTFA Draft Agreement was first published. He recognized some of the staff

concerns and proposed a three-year moratorium on certain changes, and the immediate formation of a "Joint Committee" composed of four staff members recommended by UTFA and four recommended by the administration. The Joint Committee was to have no decision-making authority, and was to refer all matters considered for discussion in the normal way to other appropriate groups or committees within the University.

What are the consequences of a breakdown in negotiations? Professor J. Conacher has warned (Oct. 8, 1976 *Bulletin*) that unionization will be difficult to avoid if the Governing Council ignores the UTFA proposals. The UTFA Salaries and Benefits Committee stated in a letter in the Oct. 15, 1976 *Bulletin*: "The Ontario Labour Relations Act requires that both sides

bargain in good faith. There is no way to force the administration to bargain short of certification."

The Committee hoped this type of impasse would not occur.

Why are professors concerned, and why do they perceive that a contract is necessary? I will not repeat all the arguments which have been published, but will just remind you of two incidents:

The Governing Council unilaterally altered the University's Group Life Insurance and Pension Plans so that after Nov. 1, 1975, death-in-service widow's and dependent's pensions will not be provided in the pension plan, but are replaced by a Survivor income option in a revised Group Life Insurance Plan. Staff members were given two weeks to accept the plan, and initially no consideration was given to staff on sabbatical leave.

The Governing Council unilaterally issued a "Manual of Staff Policies" during the summer of 1976. "Errors and misunderstandings" concerning this document were admitted by Professor F. Iacobucci in the Oct. 29, 1976 *Bulletin*, but an appeal, unanimously endorsed by the executive of the Association of Engineering Professors, to withdraw this Manual was ignored.

The staff referendum gives UTFA a mandate to conduct contract talks on the basis of the UTFA Draft Memorandum of Agreement. The document is a moderate one, designed to preserve collegiality in the University, and, as such, deserves more than a flat rejection.

Prof. G.B. Craig, Faculty of Applied Science and Engineering, Member of UTFA Salaries and Benefits Committee.

G.C.'s Draft excludes the Colleges

To the Editor:

Among the many strengths of the UTFA Draft Agreement has been the clause which says that the Federated Colleges, pursuant to separate discussions with them, can be included in the agreement. In this way the faculty and librarians of the Federated Colleges are guaranteed employment conditions similar to those of the faculty and librarians in the rest of the University. The Governing Council's Draft Agreement excludes us rather summarily in clause 17, in the offhand manner that is only too familiar by now to

those of us in the Federated Colleges.

Since the Governing Council's Draft Agreement, if it were implemented, would put all faculty and librarians in a worse position than we now have, I suppose I should be grateful that the Federated Colleges are being spared these tender mercies. The Governing Council did not hesitate to extend its administrative control over the Federated Colleges, it is wary only about agreeing to reasonable conditions of employment both here and in the rest of the University of Toronto.

Chaviva Hosek, English, Victoria College.

Librarians support rejection of G.C. draft

To the Editor:

In November 1976, librarians at the University voted overwhelmingly with the faculty to support negotiations by UTFA of an agreement covering faculty and librarians. Throughout the period of preparation of the UTFA Draft Memorandum of Agreement and subsequent negotiations, a representative Working Group of more than 20 librarians has been meeting to discuss the principles and details of the UTFA proposal and to prepare for implementation of the principles embodied in the UTFA Draft Memorandum. Many of these derive from guidelines issued and endorsed by the Canadian Association of College and University Libraries and the Canadian Association of University Teachers. Others were carefully drafted to meet the specific needs of the University of Toronto. This has involved many librarians across the University and Federated

Colleges in a highly collegial, decision-making process regarding proposals for working conditions, professional objectives, and role within the academic community.

The Librarians' Working Group considers the proposals in the Governing Council's alternative Draft Memorandum of Agreement unacceptable. They do not reflect the essential elements of the UTFA proposals. They do not recognize that faculty and librarians are negotiating together for an agreement. Nor can we accept that Governing Council should unilaterally decide policies covering terms and conditions of employment for faculty and librarians. We support rejection of the Governing Council proposals by UTFA Council and urge Governing Council to resume negotiations on the basis of the mandate.

Librarians' Working Group, Liz Avison (Chairperson)

Chairman reports on negotiations failure

Continued from Page 1

the Governing Council promptly and without change.

The proposed contract provides for a procedure for negotiating salaries and benefits which includes an important additional step. Not only would there be a conciliator with the role of the mediator as in President Evans' proposal, but also, if agreement were not reached, an external mediator would be appointed with the authority to report publicly and to make recommendations.

The proposed contract also undertakes that a policy statement on Academic Freedom and Responsibility will be developed and the policy on Contractually Limited Term Appointments will be reviewed.

Finally, the proposed contract undertakes to provide certain information on budgetary and staff matters requested by the UTFA.

In addition to the contract, in a proposed Letter of Intent from President Evans to the Association, the President offers a number of commitments beyond those in the proposed contract. He undertakes to present the Association's statement on No Discrimination to the Governing Council immediately and without change. He also undertakes to continue to correct sex-based salary anomalies, and to equalize U of T librarians' salaries when the policies on librarians have been approved by Council. He offers a detailed Grievance Procedure for faculty members which, if the Association agrees, he will immediately present to the Governing Council. He offers to appoint a subcommittee of the Pension Review Committee to deal exclusively with matters relating to the pensions of faculty and librarians. He offers to ask the proposed Joint Committee to develop a policy regarding access to Personnel Files. And he offers to propose to the Governing Council two changes in the Policies on Appointments, namely that the Haist Rules shall apply to the formation of search committees for Principals, and that candidates for tenure be provided with summaries of the confidential assessments of their teaching and research. It should be emphasized that in each of these matters the President is responding affirmatively to proposals in the Association's Draft Memorandum.

In discussions with representatives of the Faculty Association and others, several major concerns were identified which led to UTFA's proposed Memorandum

of Agreement. These concerns are the following: a widely-held perception that the Governing Council is capricious and insensitive to faculty members' views on major issues of direct concern to faculty members with the resulting feeling of a need to stabilize existing basic policies; a widely-held belief that salary and benefits of academic staff have deteriorated and that a more formalized and accountable procedure for determining salary and benefits was needed; a perception of power, arbitrariness and a lack of accountability on the part of administrators; the need to develop specific policies relating to faculty members and librarians; and the need to recognize an increased role of the Faculty Association regarding those matters relating to terms and conditions of employment of faculty members and librarians.

In the opinion of the Advisory Committee, its draft agreement meets the concerns expressed above consistent with the negotiation guidelines established by Governing Council. The one major concern that neither of the contracts proposed can meet is the concern that the whole University community has over the deterioration of academic quality in post-secondary education. This issue of concern is shared by the faculty, librarians, students, administrators, and members of the Governing Council alike, and will only be solved by a consolidated effort directed to government and the public.

There continues to be lack of agreement between the Association and the Advisory Committee on a number of issues. But more importantly, there is a lack of agreement between the parties on

a principle of fundamental importance. This is the principle of whether basic policies such as those on grievances, leaves, and promotions affecting faculty members, and the employment conditions of librarians will be developed adversarially across a collective bargaining table exclusively with representatives of the Faculty Association, or whether they will continue to be developed in consultation not only with the Association but also with the academic divisions and other interested groups and persons, prior to review and approval by the Governing Council and its committees.

With respect to this basic issue, it should be remembered that by provincial statute the Governing Council is charged with the responsibility of overseeing the affairs of the University, setting its policies, goals, and priorities. The members of the Council are the trustees of the University with ultimate accountability for the best interests of the entire University. The proposals of the Faculty Association and the present stance of its negotiating team essentially ask the Governing Council voluntarily to surrender a significant part of this responsibility in favour of collective bargaining. As an alternative to this the Governing Council Advisory Committee has developed a proposal which it believes addresses the major concerns of the faculty and librarians while preserving the Council's trusteeship responsibilities, and the opportunity for full consultation with the academic divisions of the University in the development of academic policies which will affect the teaching and research activities of these divisions.

Dilemma: remedial English

Having decided only last month that U of T is not the place for teaching remedial English, the Academic Affairs Committee, at its March 11 meeting, found itself in a dilemma when faced with such a proposal from Scarborough College.

Scarborough would like to institute a post-admission remedial English program rather than administer pre-admission tests. But one of the key recommendations of the Wardhaugh committee, endorsed by Academic Affairs, is to phase out remedial English programs at U of T.

To give approval to Scarborough's plan would, in the words of

one committee member, "make a mockery of the recommendation already approved." Remarkably another committee member, Prof. Michael Marrus, "we would be phasing them (remedial programs) out in most of the University, while phasing them in at Scarborough," remarked the Committee member Prof. Michael Marrus.

Unable to come to a decision on the issue, even though its own Subcommittee on Admissions and Awards had given its approval, the committee deferred further debate to some future time.

The next meeting of the committee will take place Thursday, March 24.



UNIVERSITY of TORONTO Bulletin

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FORUM

Raising the concept of collegiality to a new level of mystification

To the Editor:

The Provost has raised the conception of collegiality to a new level of mystification, if the *Bulletin* (March 11) has accurately reported his remarks to Principals, Deans and Directors.

The Provost contrasts collective bargaining with "a collegial process of full consultation with academic divisions, groups and individuals." Collegiality, as I understand it, is a process in which policies and procedures reflect

mutual agreement among equals. Collegiality involves the absence of highly formalized policies, because scholars, being ladies and gentlemen, do not desire or require such formalization in the joint management of their mutual concerns. Collegiality is totally incompatible with the unilateral imposition by one group of policies which affect the rights and duties of others.

Under the cloak of collegiality, the Governing Council's Advisory Committee proposes that Gov-

erning Council shall continue unilaterally to determine the rights and duties of faculty and librarians, and the terms and conditions of their employment. Collegiality is manifest, it seems, in the obligation which Governing Council will assume to develop such policies, and the obligation UTFA will assume to accept such policies, if adopted.

Last autumn, I voted against such procedures. I voted in favour of negotiations between the Governing Council and UTFA, on the basis

of a proposed agreement which would establish terms and conditions of employment. It seemed to me that formal procedures requiring mutual acceptance would retain as much collegiality as possible in an era in which we are ruled by the letter and not by the spirit. However, Governing Council has yet to understand the message which I, and others, intended to convey by our votes.

Let me express that message very simply. Paternalism — however well-intentioned — is not collegi-

ality. Consultation, without the need for agreement by those consulted, is not collegiality. Unilateral imposition of policies is not collegiality. For better or worse, collegiality is not an option. Negotiation, and mutual agreement, may be a pale substitute, but no superior procedures are available.

If we now understand each other, may we try again for a real agreement?

David Gauthier,
Department of Philosophy.

'Has Simcoe Hall been in touch with Arthur Meighen or John Galsworthy?'

To the Editor:

Bizarre is the only word to describe the impasse reached in the "negotiations" between UTFA and Governing Council. It is like the bad old days when the bosses would demand that a strike be called off before they would talk to the hands in the shop. Or when they would consent to talk only with a committee of the men through "regular channels". To pursue the analogy, the administration (apparently now an acceptable and even legal entity whose main concern is to preserve something called collegiality), having exorcised the spectre of legalized collective bargaining,

will go for broke. It won't even accept a company union. Procedures were about the only thing negotiable during 21 meetings — and these, as summarized in the administration's memorandum, amount to maintaining the very status quo which led to UTFA's demand for substantive negotiation on the basis of its draft agreement.

Why? The dominant trend elsewhere is to use official certification and labour relations machinery. At Toronto the majority support in the faculty vote on UTFA's draft agreement was 70 percent. Newfoundland entered Confederation on a much more slender basis; Levesque would pronounce him-

self overwhelmed if he could wangle such a majority for independence. Has Simcoe Hall been in touch with Arthur Meighen or, perhaps, John Galsworthy? The Chant seems almost Gregorian. Certainly it is ecologically out of tune.

I can only assume that the recurrent appeal to "collegiality", "established bodies" and "regular channels" is a transparent, if amazingly self-confident attempt to divide and rule. To argue that firm agreement on substantive aspects of faculty-administrative relations will diminish rather than enhance the real work of existing bodies is a simplistic appeal to the

amour propre of quasi-administrative office-holders. To anyone who knows even a smattering about the evolution of our rather fascinating University this most recent endeavour to apply Pentagonese and rigid-structure analysis to the U of T is nothing less than chicane.

One thing upon which the administration is counting is the apathy (and internal divisions) of the faculty. It has, with exquisite bureaucratic timing, dragged out the "negotiations" and clearly hopes that with the melting snow and anticipated dispersion of its opponents the field will be left clear. It is a bad time to ask the faculty to re-muster. Nevertheless,

we should remember that we lost much in the past by not rallying when the U of T Act went through the committee stage in 1971. We stand to lose a great deal more if we do not press upon long-suffering representatives now the need to call a general meeting of UTFA to make loud and clear our determination not to turn the University of Toronto over to an administration which is about as responsible to the Governing Council as the cabinet is to the House of Commons — no matter how much we may respect the personal integrity of some members of that administration.

Kenneth McNaught,
Department of History.

JOB OPENINGS

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

(1) Sylvia Holland, 978-6470; (2) Wendy Chin, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308; (6) W.C. Hooper, 978-8749.

Clerk Typist II (\$7,000 — 8,230 — 9,460)
Aerospace, Downsview (5), Alumni Affairs (1), Geography (1)

Clerk III (\$7,700 — 9,060 — 10,420)
Dentistry (1)

Clerk Typist III (\$7,700 — 9,060 — 10,420)
Guidance Centre (1), Computer Science (1), Academic Services (4), History (1)

Secretary I (\$7,700 — 9,060 — 10,420)
Physical Plant (3), Institute of Policy Analysis (5)

Secretary II (\$8,470 — 9,970 — 11,460)
Governing Council (1), Medical Genetics (4), Career Counselling & Placement Centre (4), Institute of Biomedical Engineering (4), Dentistry (1), Banting & Best Department of Medical Research (4), Vice President & Provost (1)

Laboratory Technician I (\$8,470 — 9,970 — 11,460)
Zoology (1)

Laboratory Technician II (\$10,370 — 12,200 — 14,040)
Microbiology & Parasitology (4), Surgery (4), Medicine (4)

Electron Microscopy Technician II (\$10,370 — 12,200 — 14,040)
Pathology (4)

Programmer III (\$14,900 — 17,530 — 20,160)
Computer Centre (3)

Administrative Assistant I (\$9,330 — 10,970 — 12,620)
Personnel (4)

Administrative Assistant II (\$12,110 — 14,250 — 16,380)
Private Funding (1), Personnel (4)

Administrative Assistant III (\$14,900 — 17,530 — 20,160)
Dean's Office, Faculty of Medicine (4)

Energy Management Engineer (\$20,420 — 24,020 — 27,620)
Physical Plant (3)

Community Relations Co-ordinator (\$16,530 — 19,450 — 22,370)
Vice President, Internal Affairs (6)



Winning SAC slate

Recent SAC elections have resulted in a new triumvirate, left to right, Brian Hill, vice-president; David Jones, vice-president; and John Tucz, president.

Computer Centre seeks new director

A search committee has been established to find a new director for the Computer Centre effective July 1 or as soon thereafter as possible.

The committee, under the chairmanship of Dean H.W. Smith, School of Graduate Studies, is made up of Dean P.I. Boulton, Faculty of Applied Science and Engineering; Professors J.N.P. Hume, Department of Computer Science; Laszlo Endrenyi, Department of Pharmacology; and G.J. Luste, Department of Physics; Dr. J.C. Wilson, Student Record Services; and David Vaskevitch, Department of Computer Science.

Nominations should be sent as soon as possible to the chairman at

the School of Graduate Studies, 65 St. George St.

RESEARCH NEWS

MRC Second Deadline Biohazards Equipment

The Medical Research Council will again receive applications for special containment equipment for use in biohazards research in accordance with newly published guidelines. To be funded from major equipment funds, applications must be received in Ottawa by April 1.

For further information, call 978-2874.

PhD ORALS

Thursday, March 24

Alan C. Bowen, Department of Philosophy, "Plato's Criticism of Harmonic Science: An Introduction." Thesis supervisor: Prof. R.E. Allen. Room 111, 63 St. George St., 4 p.m.

Tuesday, March 29

Hollis Lloyd T. Joe, Department of Educational Theory, "Occupational Selection in the Third World: Trinidad as a Case Study." Thesis supervisor: Prof. P. Farrell. Room 111, 63 St. George St., 10 a.m.

Special convocation and day-long Hart House birth



THE SPECIAL SESQUICENTENNIAL CONVOCATION saw Governor General of Canada the Right Honourable Jules Léger (l.), who chatted prior to the ceremony with University Chancellor Dr. E.W.M. Macdonald, awarded with a degree of Doctor of Laws, *honoris causa*. In the background

are Trinity College Provost George Ignatieff and the Chancellor of Trinity College, the Most Reverend H.H. Clark. Honorary Degrees were also conferred on nine U of T notables. The Convocation will be shown on TV Ontario, Channel 19, March 22 at 10.45 p.m.

by Robbie Salter

As the sun shone down on the front campus, television lights illuminated Convocation Hall for the University's special Sesquicentennial Convocation on the afternoon of March 15.

Ten honorary degrees were conferred, all but one on members of the academic community.

Provost George Ignatieff, University of Trinity College, presented the Right Honourable Jules Léger, Governor General of Canada to Chancellor Eva Macdonald for the conferring of an honorary Doctor of Laws. After signing the University's Golden Book, His Excellency remarked that "Canada is an act of faith in the survival of humanity, which is composed of different races and civilizations. Our country," he continued, "is going through a crisis at the moment... not the crisis of Quebec alone, but the crisis of your University, your province, our country as a whole."

Principal G.L. Keyes, Victoria College, presented Professor Northrop Frye for an honorary Doctor of Letters. Prof. Frye served as Principal of Victoria College from 1959-67. The prolific author, said Prof. Keyes, has emerged "as possibly the single most influential and creative critical mind of this century".

Principal A.C.H. Hallett, University College, presented Charles Malim Harding for the degree of Doctor of Laws. Mr. Harding served the Governing Council as Chairman during its first four years and earned respect and admiration for his efforts to make the new structure work effectively.

Acting Principal Joan Foley, Scarborough College, presented Professor Helen Sawyer Hogg to the Chancellor for an honorary Doctor of Science. Prof. Hogg is renowned for her research on variable stars in globular clusters. She was a staff member of U of T's David Dunlap Observatory, 1936-76, and in 1976, she was made a companion of the Order of Canada.

Principal L.E.M. Lynch, University of St. Michael's College, presented Father John Kelly, President of the College, for an honorary Doctor of Laws. Prof. Lynch commented that "Father Kelly has never lost sight of the academic goals of St. Michael's and has served U of T unselfishly." He is a member of the Advisory Council,

Ministry of Correctional Services of Ontario, and combines "Christian conviction with Irish enthusiasm."

Dean J.M. Ham, School of Graduate Studies, presented Professor Marshall McLuhan for an honorary Doctor of Letters. Since 1963, Marshall McLuhan, a professor at St. Michael's College, has been Director of the Centre for Culture and Technology. "The son of the Canadian prairies," says Dean Ham, "has served as prophet and interpreter of the psychological and sociological consequences of the media. He has captured the imagination, stimulated the thought and provoked the outrage of those in the global village."

Dean B. Etkin, Faculty of Applied Science and Engineering, requested the Chancellor to confer an honorary Doctor of Science degree on Professor Gordon Patterson, who established the Institute for Aerospace Studies in 1949 and served as its Director until 1974. Dean Etkin said he has often pondered the secret of Dr. Patterson's success and has concluded that it lies in his "expectation of excellence."

Dean R.A. Greene, Faculty of Arts and Science, presented Professor Lawrence Shook, a Basilian priest who was Superior and President of St. Michael's College, 1952-58, and President of the Pontifical Institute of Mediaeval Studies, 1961-73. "He has been uncompromising in his dedication to excellence," said Dean Greene.

Vice-President and Provost D.A. Chant presented Dr. J. Tuzo Wilson for an honorary Doctor of Science degree. Prof. Chant said that Dr. Wilson, currently Director of the Ontario Science Centre, has been "an innovative teacher, lecturer and a prolific writer, who has stimulated the young to be investigative". Dr. Wilson served U of T as Professor of Geophysics, 1946-74, Principal of Erindale College, 1967-74, and was the first Canadian to be President of the International Union of Geology and Geophysics, 1957-60.

President John R. Evans presented Dr. Claude Bissell, President of the University, 1958-71, for the conferring of an honorary Doctor of Letters degree. Dr. Evans

cited Dr. Bissell as being "eighth among Presidents at U of T, but first among friends."

In his Convocation address, Dr. Bissell said, "We have on the platform talents, which, if combined, could fashion a great epic poem. In the seventeenth century, an epic poet could prepare himself for his task by mastering the principal areas of human knowledge. Today we need a council of talents such as we have this afternoon."

"In our co-operative epic, cosmography would be looked after by Professors Hogg, Patterson, and Wilson, and it would soar from drifting continents to the farthest reaches of outer space; the politics, the knowledge of man's ways in society, would be in the hands of His Excellency; metaphysics and educational theory would be in the care of Father Shook and President Kelly; symbolism by Professor Frye and message by McLuhan, and Chairman of this supernal governing council would be Malim Harding, who would also supply the epic machinery including a magic carpet."

"The university," Dr. Bissell concluded, "is the institution that reminds man most insistently of the need for the examined life."

Long service has contributed to traditions

Speaking in French and in English, President Evans thanked the Governor General for his gift to the University of a work of art in enamel by artist F. Desrochers-Drolet, and congratulated the ten graduates who, he said, form "a constellation of stars". He expressed his appreciation of the Presidents of other Colleges and Universities who attended the special Convocation.

As he had at the Sesquicentennial dinner the evening before, in his closing remarks, Dr. Evans thanked "a large and dedicated group who contributed to the sense of purpose and traditions of the University: Reuben Chappell, Master Glassblower; Professor Vincent Bladen and Charles Best in having a record of 56 years of service to the University; Leonard Smith, the Bedel, who has beheaded tens of thousands of graduating students (and beheaded a few); Jimmie Taylor, apprentice messenger, compositor and production manager of the University of Toronto Press, with 48 years of service, and John Prince with 48 years in the Comptroller's Office."

He commended the dedication of Albert Owen, Agnes MacGillivray, and Sarah McCausland, each of whom has served U of T for 47 years. David Claringbold, he said, started as "child labour" in the post office and, after 46 years in various roles, now serves as Secretary of the Governing Council. "The combined service of Dave, his father and two uncles to the University totals 167 years," the President exclaimed.

Music made its contribution to the pleasant atmosphere of the occasion. Dr. Charles Peaker presented an organ recital; a brass quintet, playing from the balcony, was conducted by Professor Stephen Chennette, Faculty of Music; and the Hart House Chorus, now in its fifth year, sang and led the audience in singing the University song, *Blue and White*.

After Convocation, the Honourable Pauline McGibbon, Lieutenant-Governor of Ontario, and a member of the platform party, received members of the academic community in her suite at the legislature.

The camera lights faded, the sun was overcast, but several hundred alumni and friends of U of T were warmed by the colourful and historic spectacle of a Sesquicentennial Convocation.



THAT TAKES THE CAKE: On the point of plunging their ceremonial sword into Hart House's Sesquicentennial cake, Lieutenant-Governor and former Chancellor of the University Pauline M. McGibbon and President John R. Evans test the cutting edge.

birthday party highlights of Sesquicentennial festivities



HIGHLIGHT OF THE FOUNDERS' DAY DINNER on March 14 in the Great Hall of Hart House was five minutes' worth of ad libbing by Premier William Davis, depicted here with Governing Council Chairman Marnie Paikin. The Dinner, which was given by the Provincial Government, included Ontario wines, which, the Premier insisted with a grin, are really very good.



LUMINARIES OF THE THEATRICAL WORLD Herbert Whittaker and Barbara Hamilton were at Hart House Theatre on March 15 for the unveiling of a plaque, donated by students in the Drama Centre, in memory of Robert Gill, distinguished director of the theatre 1946 - 66.



FOLK DANCING OF THE 1800s was demonstrated by the swinging members of *La Compagnie des Pieds Gauches* and *La Troupe Folklorique de Toronto* of the U of T Folk Dance Club on the evening of March 15 as part of The Birthday Party for the University staged by the House Committee of Hart House.

Senior administrative appointments announced



PROF. ARTHUR M. KRUGER has been appointed Dean of the Faculty of Arts and Science, for a five-year period effective July 1.

Three senior administrative appointments were announced by President John R. Evans at the Governing Council meeting on Thursday, March 17.

Professor Arthur M. Kruger, Principal of Woodsworth College and a professor of political economy, has been named Dean of the Faculty of Arts and Science.

Professor Harry C. Eastman, chairman of the Department of Political Economy, has been appointed Vice-President - Research and Planning.

And Professor Joan E. Foley, Acting Principal of Scarborough College and a professor of psychology, has been named Principal of Scarborough College.

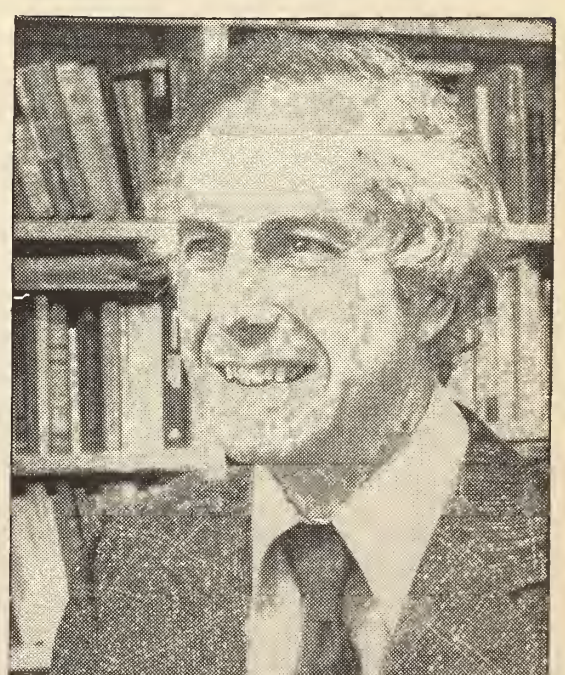
Prof. Kruger, 44, is well known for his participation in



PROF. JOAN E. FOLEY has become Principal of Scarborough College for seven years, retroactive to July 1, 1976.

civil rights and labour issues, and has frequently acted as arbitrator in labour disputes. A native of Toronto, he graduated from U of T in 1955 and received his Ph.D. at the Massachusetts Institute of Technology in 1959. He taught economics at U of T for 16 years, and has held appointments as chairman of the Division of Social Sciences at Scarborough College and as associate chairman of the Department of Political Economy. He is a Presidential appointee on the Governing Council.

An economist of international repute, Prof. Eastman, 53, is well known both in his profession and publicly as the author of many scholarly papers and of articles on major national and international economic issues. Born in Vancouver, he received his bachelor of arts degree at U of T in 1947, and a doctoral degree at the



PROF. HARRY C. EASTMAN has been named Vice-President — Research and Planning, for a three-year term that will begin July 1.

University of Chicago in 1952. Since joining U of T in 1953, he has held the post of associate dean of the School of Graduate Studies and was one of the charter members of the Governing Council.

Born in Australia, Prof. Foley received her baccalaureate in psychology at the University of Sydney in 1957, followed by a doctoral degree at that university in 1960. She joined U of T in 1963 as a special lecturer in the Department of Psychology, and has served as acting chairman of that department, as associate dean of the Faculty of Arts and Science, and as chairman of the Division of Life Sciences at Scarborough College. She has been Acting Principal at the College since the death of Principal Albert D. Allen last December. Prof. Foley's research has been in the fields of learning, conditioning and perception.

UTFA comments on negotiations, G.C. proposal

This report of the University of Toronto Faculty Association's Negotiating Team comments on the negotiations with representatives of the Governing Council concerning terms and conditions of employment for U of T faculty and librarians, as well as on the Draft Memorandum of Agreement, proposed by the Governing Council, that was published in the *Bulletin* of March 11.

Negotiations between UTFA and the Governing Council over terms and conditions of employment broke off at 11 p.m. on Tuesday, March 8, by mutual consent. On March 9, the UTFA Salary and Benefits Committee unanimously rejected the draft agreement proposed by Governing Council. The UTFA Council rejected Governing Council's proposal on March 14, and instructed its negotiating team to continue to seek agreement on the basis of its original mandate.

The negotiating team regrets to report that after 21 meetings with the Governing Council's representatives during the past three months, agreement has not been reached. The issue is fundamental: the refusal of the Governing Council's negotiating team to negotiate seriously on matters of substance. Although our meetings began in mid-December, it was not until March 1 that the Governing Council provided its first written response to the UTFA Draft, and not until March 7 was it put in contractual form.

We have rejected Governing Council's draft agreement because we do not believe it is an agreement at all. Certainly, it is not a bi-lateral undertaking. Faculty members and librarians are asked to formally recognize the Governing Council's continual discretion to act unilaterally in all matters pertaining to terms and conditions of employment, while the Governing Council makes no commitment other than to consider such matters "through its regular channels". It retains total freedom to act or not act as it sees fit. In effect, we were asked to buy a pig in a poke, and we refused.

The basis of our position is that substantial issues such as leaves, grievance procedure, determination of salaries and benefits, the development of promotion procedures, retirement and pension, workloads and working conditions, employment policies for librarians, the use of contractually-limited appointments, discrimination and academic freedom should be negotiated between the duly chosen representatives of both parties and not imposed pre-emptorily by Governing Council. The substantive negotiating position of the faculty on each of these issues was spelled out in the UTFA Draft Agreement which our colleagues endorsed with a 70 percent majority on November 8, 1976. But instead of seriously trying to resolve these issues, the Governing Council's proposal would defer them to a series of as yet unappointed task forces and advisory committees whose eventual work product simply would be submitted to the Governing Council which would retain final authority to adopt, alter or reject as it saw fit. In our opinion, to have accepted such a scheme would have surrendered faculty/librarian interests in their own conditions of employment to the unfettered caprice of the Governing Council for a period of three years.

Consider the specific items at issue:

1. Leave Policy

UTFA requests:

- The right to sabbatical leaves of one year after every six years of full-time employment at 75 percent of salary (26.01).
- Leaves of absence with or without pay (at the University's discretion) up to a period of three years (26.02).
- Sick leave at full salary until Group Long Term Disability insurance becomes available (26.03).
- Child birth leave at full salary for 17 weeks (26.04).
- Child care leave with reduced teaching loads and pro-rata salary for faculty members and librarians with continuing child care responsibilities (26.05).
- Short-term and emergency leave (26.06).
- Adoption leave of up to 12 weeks (26.07).

Governing Council offers:

A special presidential committee to recommend leave policies, the report of which will be submitted "to Governing Council through its regular channels. After review of these recommendations and upon their final approval by Governing Council, such policies shall not be changed by the University during the term of this Agreement."

Comment:

There is no way to guarantee what policies such a presidential committee will conceive, the nature of its

membership, or more importantly, what Governing Council will do with its report. It can be ignored, altered drastically or enacted by Governing Council, and faculty members will have no further voice. By signing this type of agreement, we will have bound ourselves in advance to accept the results for three years, regardless of how unsatisfactory.

II. Promotions

UTFA requests:

A jointly agreed upon select committee "widely representative as to rank and faculty" to "formulate criteria and procedure for academic promotions consistent with... the Forster Report". The Committee shall be guided by the following principles:

- The present rank structure of Lecturer, Assistant Professor, Associate Professor, and Professor shall be retained.
- Known criteria shall be established for promotion to all ranks.
- Each Department and/or Division shall establish and publish a regular promotion procedure. An appellate procedure shall be established at appropriate levels.
- Reasonable and equitable standards for promotion shall be applied across the University which shall take into account the differing patterns of activity which characterize each Faculty.
- A University Promotions Committee, chaired by the Vice-President and Provost or his or her designated representative, and composed of representative faculty members appointed by the President with the concurrence of the Association, plus the Dean of the School of Graduate Studies or his or her designated representative, shall be established for the purpose of reviewing recommendations from all Divisions to ensure that proper procedures have been followed. (17.01).

Governing Council offers:

A special presidential committee to recommend promotion policies, the report of which will be submitted "to Governing Council through its regular channels. After review of these recommendations, and upon their final approval by Governing Council, such policies shall not be changed by the University during the term of this Agreement."

Comment:

There is no way to guarantee what policies such a presidential committee will conceive, and unlike the UTFA proposal, no way to govern the nature of its membership. The UTFA proposal provides that before the report of such a committee can become effective, it must be approved and ratified by both parties. Under the Governing Council's proposal, it is the Governing Council which retains final unilateral authority to accept, reject or amend as it sees fit - and we will have agreed to accept their judgment in advance.

III. Academic Freedom

UTFA requests:

That the parties to this Agreement acknowledge that the University is committed to the pursuit of truth, the advancement of learning, and the dissemination of knowledge. To this end, they agree to abide by the principles of academic freedom as expressed in the following statement: academic freedom is the freedom to examine, question, teach, and learn, and it involves the right to investigate, speculate, and comment without reference to prescribed doctrine, as well as the right to criticize the University and society at large. Specifically, and without limiting the above, academic freedom entitles employees to: a) freedom in carrying out their activities as teachers and librarians; b) freedom in pursuing research and scholarship and in publishing or making public the results thereof; and c) freedom from institutional censorship. Academic freedom does not require neutrality on the part of the individual nor does it preclude commitment on the part of the individual. Rather, academic freedom makes such commitment possible (5.01).

Governing Council offers:

A special presidential committee "to develop a policy statement on Academic Freedom and Responsibility as soon as practicable after it has reported on promotions and leave."

"The parties agree that, after the policy statement on academic freedom and responsibility has been developed by the Committee, the President will transmit the statement without delay (including any minority views relating thereto held by members of the Committee) to the Governing Council through its regular channels. After review of the statement and upon its final approval by the Governing Council, such policies shall not be changed by the University during the term of this Agreement."

Comment:

There is absolutely no specificity to the Governing

Council's proposal, no way of knowing the membership of the committee, what policies it will conceive, and what will happen to them once they reach the Governing Council - which again retains final, absolute control. The fact that the committee will address the problem of academic freedom only after dealing with leave and promotions policies strongly suggests "systems overload" of such a magnitude that a statement on academic freedom may never emerge - a vital issue and essential protection for the members of this profession which scarcely warrants such second-class treatment.

IV. Discrimination

UTFA requests the following undertaking:

The parties agree that there shall be no discrimination, interference, restriction, or coercion exercised or practised toward any faculty member or librarian in respect to salaries, fringe benefits, pensions, rank, promotion, tenure, reappointment, dismissal, sabbatical or other leaves, or any other terms and conditions of employment by reason of age (except of retirement as provided for in this Agreement), race, creed, colour, national origin, citizenship, religious or political affiliation or belief, sex, sexual orientation, marital status and/or family relationship, place of residence, membership or activity in the Association, or any activity pursuant to the principles of academic freedom set out in Article 5.01. (8.01).

Governing Council offers:

A presidential letter of intent to transmit the Association proposal to Governing Council which may do with it what it will.

Comment:

There is absolutely no way of knowing what action Governing Council may take on this crucial issue. They are given a completely free hand to do whatever they wish with the faculty's proposal - and we will have agreed to accept their judgment in advance.

V. Workloads

UTFA requests:

- That workloads and their scheduling be fair and equitable within each department (18.01).
- That the Joint Committee review faculty workloads and make such recommendations as it deems appropriate (18.02).
- That no faculty member be required to teach more than two terms per year, and summer teaching in Woodsworth College continue on an overload basis (18.03).

Governing Council offers:

(Nothing)

Comment:

The Governing Council totally ignores our request for specified policies in this area. Nothing is said in the Governing Council about workloads. Without such a statement, access to the grievance procedure for a faculty member or librarian in such matters would not be possible.

VI. Working conditions:

UTFA requests:

That the University insure that the distribution of support services within each department is fair and equitable (19.01).

Governing Council offers:

(Nothing).

Comment:

Governing Council totally ignores our request for any policy pertaining to a staff members' working conditions. Without such a statement, access to the grievance procedure for a faculty member or librarian in such matters would not be possible.

VII. Federated Colleges

UTFA requests:

That the provisions of the Draft Agreement be applicable, *mutatis mutandis*, to the Federated Colleges pursuant to discussions with them.

Governing Council offers:

The Governing Council draft excludes the Federated Colleges and does not refer to any separate negotiations with them.

Continued on Page 7

Continued from Page 6

Comment:

It is especially important after the Memorandum of Understanding that faculty in the Federated Colleges should be treated the same way as faculty in other parts of the University.

VIII. Pensions

UTFA requests:

A bi-lateral Pension Review Committee between the Association and the administration to review academic pensions and report regularly (30.01).

Governing Council offers:

A subcommittee of undefined composition responsible solely to the administration.

Comment:

No one likes to think about pensions since they are associated with aging. Nevertheless, every one of us has a major interest in a sound pension plan. For this reason a direct involvement of the faculty association in pension services is essential.

IX. Contractually limited appointments

UTFA requests:

That the number of such appointments not be increased above that of 1975-76, and that every effort should be made to reduce them in the future — with tenure stream appointments substituted in lieu thereof (27.01 — 27.02).

Governing Council offers:

To request the President to have the policy on contractually limited appointments reviewed.

Comment:

Here, there isn't even the specificity of an advisory committee required to report through the President to Governing Council, however unsatisfactory that method might be.

X. Grievances

UTFA requests:

A four-step grievance procedure ending in binding third-party arbitration, with arbitral decisions fully enforceable by law and the nature of grievable issues clearly specified in the Agreement (33.01 — 33.14). (N.B. These features already have been granted to graduate assistants and library workers.)

Governing Council offers:

To request the President to present a grievance policy to Governing Council after a contract has been signed, which Governing Council will review. It is fully free to alter, amend, discard or enact such policy as it sees fit.

Comment:

Again, we are asked to buy a pig in a poke. The President offers an internal grievance policy in Appendix A of the draft letter of intent, but this will be submitted to Governing Council "through the regular channels". This scheme leaves Governing Council free to re-write completely any grievance procedure referred to it. The President's proposal has serious flaws. Perhaps many of these could have been resolved in the normal bargaining process, but certainly not in a situation where what will go forward is merely another recommendation to Governing Council. Specifically, we query the built-in bias of having the same group responsible both for trying to get a settlement through negotiation and also making a final adjudication of dispute that can't be settled.

XI. Librarians

UTFA requests:

- That an appropriate rank structure be established (32.02).
- A representative committee of elected librarians to recommend to both parties procedures on appointment, promotion, permanent status and dismissal (32.03, 32.10).
- Equitable workloads (32.04).
- Recognition of academic status (32.01).
- Study and research opportunities (32.06).
- Equalization of salaries among all libraries (32.08).
- Term appointments for administrators (32.09).
- Governing Council representation (32.11).
- Equal application of contract provisions (32.12).

Governing Council offers:

- A presidential task force to recommend policies which will be submitted to Governing Council "through its regular channels".

- An administrative undertaking to equalize salaries among all libraries (excluding the Federated Colleges).

Comment:

The negotiating team welcomes the administration's undertaking to equalize salaries, but laments that it is not extended to the Federated Colleges as well. As for the presidential task force, this will be the fifth such undertaking in recent years, all of which have failed to resolve the long-standing problems of librarians. Again, it is a unilateral approach outside the presidential decision. Its report may be accepted, altered, amended or discarded as Governing Council sees fit, and we will have given them prior authorization and approval to do so. There is also the very important question of whether the other provisions of the contract would be applicable to librarians, and under Governing Council's scheme they would not.

XII. Salaries and Benefits

UTFA requests:

Collective bargaining to include mediation, with binding third-party arbitration ("final offer selection") if the two sides cannot agree (34.01 — 34.17).

Governing Council offers:

Conciliation and mediation, but without binding arbitration. "The salary and benefits decisions affecting faculty members and librarians shall be finally determined by Governing Council".

Comment:

The negotiating team welcomes the introduction of the mediation step in Governing Council's offer, and notes with approval that the mediator will have authority to make public recommendations for settlement. Unfortunately, the mediators' recommendations will have no binding authority, and may be totally disregarded by Governing Council. It is a step in the right direction.

XII. Strikes and lockouts

UTFA proposes the following mutual commitments:

"The Association undertakes that it will not call or participate in any strike of faculty members or librarians, and the University undertakes that it will not effect or participate in any lockout of faculty members or librarians." (9.01)

Governing Council offers:

(Nothing)

Comment:

Governing Council refuses to give any commitment whatsoever concerning lockouts, and will not agree to a no strike clause.

XIV. Term of Agreement

UTFA requests:

A three-year Agreement, with provisions for automatic renewal on an annual basis. Either party may request renegotiation, and can revoke the Agreement if it desires after three years pursuant to the usual process of conciliation and mediation beforehand (40.01 — 40.05).

Governing Council offers:

A three-year Agreement which automatically expires after three years.

Comment:

Governing Council's offer is a departure from accepted norms, and casts grave doubts about their sincerity in having any agreement. The UTFA negotiating team seriously doubts it would be possible to start from scratch again in three years and review the entire negotiating process. On the other hand, if we were to accept the Agreement Governing Council offers, it would be better for it to expire tomorrow.

XV. Individual bargaining rights

UTFA requests:

That the contractual agreement specify only minimum rights, privileges and benefits, and that an individual or group of individuals may bargain for and receive rates or conditions more favourable than what have been negotiated.

Governing Council offers:

(Nothing)

Comment:

There is no provision under the Governing Council's proposed Agreement for an individual to bargain for or receive better rates than those agreed upon in negotiation or imposed by Governing Council.

A final important point pertains to the eleventh-hour discovery by the Governing Council's negotiating team that their instructions from the Governing Council preclude the substantive consideration of the matters raised in the UTFA Draft. When our negotiations began, each side discussed its mandate in detail. According to the joint statement issued by Provost Chant and Professor Smith, "Governing Council representatives emphasized their mandate was controlled by the resolution passed by Governing Council on December 16." (*Bulletin*, Jan. 14, 1977). No suggestion was made at that time that the Governing Council resolution precluded substantive settlement of the issues raised in the UTFA Draft Agreement at the bargaining table. Indeed, our team pressed on that point at the time, and was satisfied with the response we were given. Consequently, it came as a great surprise to us to be told at 10 p.m. on March 8 that the Governing Council guidelines precluded their representatives from negotiating matters of substance with us.

In conclusion, we point out once more that the 70 percent response of faculty members and librarians in the Nov. 8, 1976 referendum on the UTFA Draft Agreement cannot and must not be ignored. The Governing Council has presented an unacceptable alternative which would preserve that Council's powers in the most absolute form. We have rejected it, and have urged Governing Council's negotiating team to resume negotiations on the substantive issues which most concern faculty members and librarians.

The UTFA Negotiating Team:

Mary Eberts, Assistant Professor, Law;
Charles Hanly, Associate Professor, Philosophy;
K.C. Smith, Professor; Chairman, Electrical Engineering;
Carole Weiss, Chairman, Reference Department,
Roberts Library;
J.E. Smith, Professor, Political Economy — Chairman,
UTFA Negotiating Team

UTFA Council votes 41-0 to reject G.C. Draft

The University of Toronto Faculty Association Council prepared this report of its meeting of March 14. Council meetings are conducted in closed session.

In a special meeting on Monday, March 14, the UTFA Council supported overwhelmingly the position of its negotiating team and Salary and Benefits Committee, and insisted that negotiations continue on substantive issues pertaining to terms and conditions of employment for faculty members and librarians.

Acting with unanimity, the UTFA Council rejected the Governing Council's proposed draft agreement 41-0 (with two abstentions).

According to President Jim Daniels, "the faculty council has no intention of accepting a contractual commitment to perpetuate Governing Council's absolute discretion in these areas — and that

is what would have happened if we had accepted their offer."

The essence of the faculty/librarian position was spelled out in the following motion — which passed 44-1, with one abstention:

"Resolved, that the Council of the Faculty Association of the University of Toronto endorses and supports the position taken by its Salary and Benefits Committee and negotiating team that matters of substance pertaining to terms and conditions of employment cannot be dealt with by presidential task forces, advisory committees and letters of intent to be referred to Governing Council through its regular channels, but must be resolved through genuine bilateral negotiations between the duly chosen representatives of both parties."

The UTFA Council made it clear that it regretted the current stand taken by the Governing Council, and urged its own negotiating

team to "continue to negotiate on the terms and conditions of employment based on the mandate of faculty members and librarians, November 8, 1976." This motion carried 45-0, with one abstention.

The action of the UTFA Council followed four hours of debate in two separate meetings, between which council members had an opportunity to report to their constituencies to determine faculty sentiment. Daniels said that the size and unanimity of the Council vote clearly indicated the extent of faculty dissatisfaction with the Governing Council's proposal.

Negotiating team chairman Jean Smith said that he felt there was a fair chance of reaching agreement on most substantive issues, providing the Governing Council's team had the authority to do so. "Three months of discussions on the Draft Agreement have narrowed issues surprisingly," he said.

Events listings are due at *Bulletin* office the Friday before *Bulletin* in which they are to appear.

SESQUI T EVENTS

For information concerning Sesquicentennial events, phone 978-5000.

FRIDAY MARCH 18

Regional Growth and Income Distribution: The Chinese Experience (Lecture) Prof. Nicholas R. Lardy, Yale University. Croft Chapter House. 3 p.m. (East Asian Studies Committee CIS, East Asian Studies and SGS)

Christianity and Other Religions (Panel discussion) Dean Jaroslav Pelikan, Yale University; Profs. C. Douglas Jay, Toronto School of Theology and Emmanuel College; Harry J. McSorley, St. Michael's College and Willard J. Oxtoby, Centre for Religious Studies. Moot Court, Faculty of Law. 3 p.m. (Medieval Studies, Religious Studies and SGS)

Toxic Chemicals, but Potent Catalysts and Reagents in Synthesis (Colloquium) Prof. H. Alper, University of Ottawa. 158 Lash Miller Chemical Laboratories. 4 p.m.

Justifying Political Obligation (Seminar) Prof. Carole Pateman, University of Sydney. 3037 Sidney Smith Hall. 12 noon. (Political Economy and SGS)

International Conference on Pirandello. March 18 and 19 at Hart House Theatre. Telephone 978-2092. (Drama Centre and Department of Italian Studies in conjunction with Pirandello Society of North America)

Dance, Movement and Gymnastics at the Benson Building. Synchronized swimming at 7.30 p.m. Gymnastics, karate and dance at 8 p.m. Following dance demonstrations, audience participation with performers. (Womens' Athletic Association)

The Rules of the Game, Pirandello, directed and designed by Herbert Whittaker. Hart House Theatre March 18 and 19 at 8.30 p.m. Tickets \$3, students \$1.50. Telephone 978-8668.

As You Desire Me, Pirandello, directed by Damiano Pietropaulo. Studio Theatre, Glen Morris St., March 18 and 19 and 24 to 26 at 8.30 p.m. Reservations required. Telephone 978-8705. (Drama Centre and Compagnia di Giovanni)

SATURDAY 19

Canadian Air Flight (Lecture) Prof. Alan C. Frosst, McMaster University. Convocation Hall. 8.15 p.m. (Royal Canadian Institute)

Flower Show at Botany Greenhouse. March 19 to 25 from 9 a.m. to 5 p.m.

SUNDAY 20

Oil and the Arctic environment (11th lecture in special Sesquicentennial series at Science Centre) Profs. Tom Hutchinson, Department of Botany and Don Mackay, Department of Chemical Engineering and Institute for Environmental Studies. Main auditorium, Ontario Science Centre. 3 p.m.

Mississauga Symphony Orchestra, conductor Boyd Neel, in a Sesquicentennial Salute to the U of T (Fourth in Erindale In-Concert series) Meeting Place, Erindale College. 3 p.m. *This is bonus concert in Erindale In-Concert series. Please note there is no charge.* (Music Week)

Galliard Ensemble concert. Great Hall, Hart House. 8 p.m. Free tickets available to HH members from hall porter.

MONDAY 21

The Two Powers in Heaven: Rabbinic Reports on Gnosticism (Lecture) Prof. Alan F. Segal, Princeton University. Upper Library, Massey College. 11.30 a.m. (Religious Studies)

Ghosts, Kin, and Progeny: Some features of family life in Early Modern France (Lecture) Prof. Natalie Davis, University of California, Berkeley. Wilson Hall snack

Latin-American-in-Residence. 2118 Sidney Smith Hall. 4.10 p.m. (Latin American Studies Committee CIS)

The Problem of Publishing Books in Canada (Lecture) Anna Porter, McClelland & Stewart. Library, Hart House. 8 p.m. (Library Committee)

Canada and Space Astronomy (Colloquium) Dr. W.H. Clarke, Department of Astronomy. David Dunlap Observatory. 4 p.m.

Universities (Fifth lecture in series **To Know Ourselves**, lectures and panel discussions on Symons Report) Prof. Miriam Waddington, York University. West Hall, University College. 1 p.m.

Racism and National Consciousness (Third of four New College Sesquicentennial lectures) Prof. F.I. Case, Department of French. 1016 New College. 5 p.m. *Please note time.*

Three-Pipe (Line) Problems in the

Psalms by the Choir and Academy of Knox College, directed by John Derksen. Soloists: Lillian Weichel, Deborah Milsom, Mark Dubois and Graeme Mitchell. Knox College Chapel. 8 p.m.

THURSDAY 24

Tropics: Marx and Flaubert (Last of five lectures, **Theory and the Text**) Prof. Hayden White, Wesleyan University. Room 3 New Academic Building, Victoria College. 4.15 p.m. (Comparative Literature)

Anaesthetic Effects on the Liver (Dr. Murray Mendelson Lecture 1977) Dr. Peter J. Cohen, University of Michigan. Main lecture theatre, Toronto General Hospital. 4.30 p.m.

The Poet in East and West (Lecture in Polish) and Poetry Reading (in Polish and English) Czeslaw Milosz, author of *The Captive Mind*. Debates room, Hart House. 4 p.m.

Echolocation in Bats (Last of eight lectures, **Communication in Animals**) Prof. Brock Fenton, Carleton University. ROM Theatre. 8 p.m.

The Design of Airfoils for High Lift/Drag Ratios at Low Reynolds Numbers (Survey seminar) B. Eggleston, De Havilland Aircraft of Canada. Main lecture hall, Institute for Aerospace Studies. 2 p.m.

Memory, Vertical Memory (Talk on memorization) Jeffrey Newman. International Student Centre. 12.30 p.m. (Ontology Club)

U of T Jazz Ensemble. Meeting Place, Erindale College. 12 noon (Music Week)

Student Chamber Music Concert. Walter Hall, Edward Johnson Building. 2.10 p.m.

FRIDAY 25

The Value of the New Religions (Fourth of eight Lunch & Learn Club lectures, **Deprogramming: Documenting the Issues**) Irving Zaretsky, University of Chicago. Innis Town Hall. 12.15 p.m. Admission \$2 at door.

Co-operative Research in America: The Case of Petroleum Chemistry (Colloquium) Prof. Yakov Rabkin, Université de Montréal. IHPST common room, fourth floor, Textbook Store. 2 p.m.

John Carroll University Wind Ensemble. Meeting Place, Erindale College. 12 noon (Music Week)

Forties Dance with Erindale College Stage Band. Meeting Place, Erindale College. 7.30 p.m. Costumes welcome. Tickets: students \$2, guests \$3. Telephone 828-5214. (ESCU and SAC)

Kat'a Kabanova, Janacek, English translation by Norman Tucker. Conductor, James Craig; director, Constance Fisher; designer, Brian Jackson. MacMillan Theatre, Edward Johnson Building. March 25 and 26, April 1 and 2 at 8 p.m. Tickets \$4, students and senior citizens \$2.50. Telephone 978-3744.

SUNDAY 27

Behaviour and the regulation of animal numbers (12th lecture in special Sesquicentennial series at Science Centre) Prof. J.F.S. Bendell, Faculty of Forestry & Landscape Architecture. Main auditorium, Ontario Science Centre. 3 p.m.



TROUBLES POUR forth from Kathy Terrell, who plays Kat'a, to an attentive Susan Pautz in this scene from a rehearsal of *Kat'a Kabanova*. The tragic opera will have its first staged Canadian performance in the MacMillan Theatre on March 25. Based on *The Storm* by Alexander Ostrovsky, it tells of the tyrannical rule of Kat'a's mother-in-law in the bourgeois environment of late 19th century Russia.

bar, New College. Enter at 40 Willcocks St. 4.15 p.m.

Reflections on the Indian Emergency (Seminar) Prof. Robert Hardgrave, University of Texas. 1085 Sidney Smith Hall. 2 p.m. (South Asian Studies Committee CIS)

H.K. Box Memorial Seminar, Faculty of Dentistry. Guest: Dr. Jan Lindhe, University of Goteborg. Admission \$20 for non-faculty members. Telephone 978-8517.

International Symposium on Prostaglandins and Perinatal Medicine. March 21 and 22, Hospital for Sick Children. Advance registration required, fee \$75. Telephone 597-1500, ext. 2359.

John Tuttle. (First of three spring organ recitals) Convocation Hall. 5.05 p.m. \$1 at door.

Andher Nagari, a play in Hindi presented by the Department of Sanskrit & Indian Studies. Lecture Theatre, Faculty of Library Science, 140 St. George St. 9 p.m. Reception in department's lounge, Robarts Library, following performance.

TUESDAY 22

Indian Art (Lecture Prof. Nihar Ranjan Ray, Indian Advisory Council of the Shastri Indo-Canadian Institute. H-12 University College. 4 p.m. (South Asian Studies Committee CIS)

Rent and the Pattern of Economic Development in Latin America (Lecture) Prof. Richard Webb,

Immunosuppression and immunopathology in parasitic diseases (Seminar) Dr. Sherwin Desser, Department of Microbiology & Parasitology. 235 FitzGerald Building. 3 p.m. *Please note time.*

International Rivers - A Management Perspective (Environmental Seminar) Dr. Irving K. Fox, Westwater Research Centre, U.B.C. 211 Haultain Building. 4 p.m. (IES and Forestry & Landscape Architecture)

Resolved: The U of T Has Not Done Its Job (Hart House Sesquicentennial Debate) Debates room, Hart House. 8 p.m. Following the debate, Dr. Harry Parrott, Minister of Colleges & Universities, will speak on the topic.

Open House at the Department of Physiology. Medical Sciences Building. 10 a.m. - 12 noon and 2-4 p.m.

Poetry and Prose by D.H. Lawrence (Reading) Profs. Michael Kirkham and Hans de Groot, Department of English. Upper Library, Massey College. 1.10 p.m.

Metro Stompers Meeting Place, Erindale College. 12 noon. (Music Week)

The Smile of Reason (Film in series **Civilization**, Kenneth Clark) Scarborough College. Two screenings, H-214 at 12 noon and S-128 at 4 p.m.

WEDNESDAY 23

Canadian Literature and Canadian

North (Lecture) Dr. James Ritchie, Department of Botany. S-309 Scarborough College. 8.30 p.m.

Canadian and Quebecois Literature and the Symons Report (Fifth panel discussion in series **To Know Ourselves**) Prof. Miriam Waddington, York University; Profs. Ben Shek, Department of French, and Mark Freiman, Department of English. Croft Chapter House. 4.15 p.m.

Some Reflexions on Argentine Capitalism (Sociology colloquium) Prof. Jose Nun, Department of Political Economy. Lounge, Borden Building. 2.45 p.m.

Zambia and the Liberation of Southern Africa (Seminar) John Saxby, graduate student in Political Science. Upper Library, Massey College. 1 p.m. (African Studies Committee CIS)

Victoria Women's Association (Meeting) Speaker, Dr. M.E. Cook, Department of English. Wymilwood. 2 p.m.

Mike Perry Quintet, pop concert. East common room, Hart House. 12 noon.

Erindale College Concert Choir and Recorder Ensemble. Art Gallery, Erindale College. 12 noon. (Music Week)

Trump Davidson's Orchestra, big band sound. Meeting Place, Scarborough College. 12 noon and 1 p.m.

Cantate Domino: A Festival of